1102 Contract Specialist as a Business Manager

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Why the need for change?

- Procurement reforms;
- Increasing acquisition complexity;
- Technological changes; and
- Downsizing of the acquisition workforce.

We live a Complicated Environment

Procurement Reforms

- Defense Acquisition Improvement Act of 1990
- Government Performance & Results Act of 1993
- Federal Acquisition Streamlining Act of 1994
- Clinger-Cohen Act of 1996
- Service Acquisition Reform Act of 2003

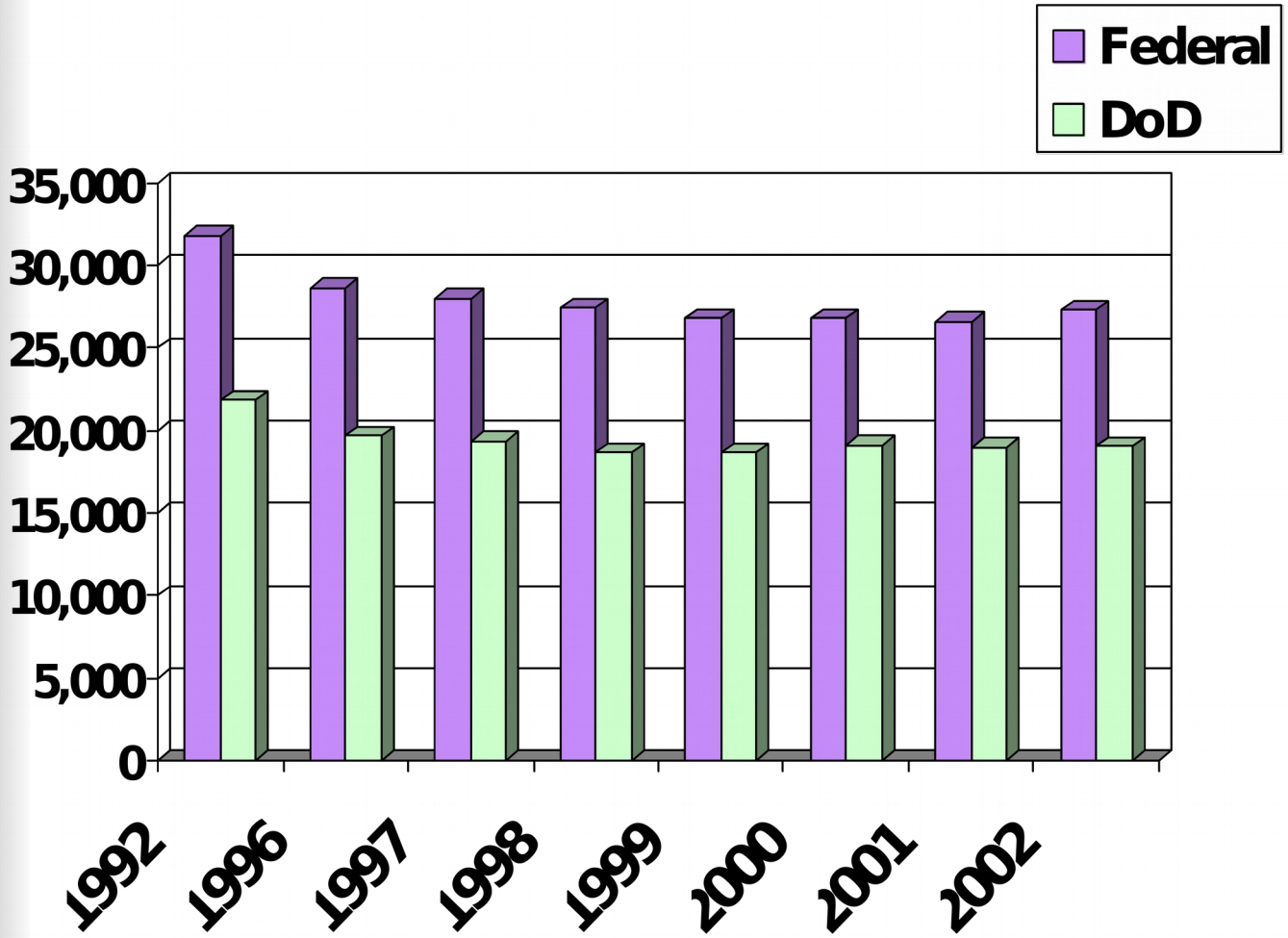
FAR Guiding Principles

- Exercise personal initiative and sound business judgment in providing the best value product or service to meet the customer's needs
- Exercise discretion… and comply with applicable laws and regulations in dealing with contractors
- In the absence of legal/regulatory direction consider initiative permissible if in Government's best interest

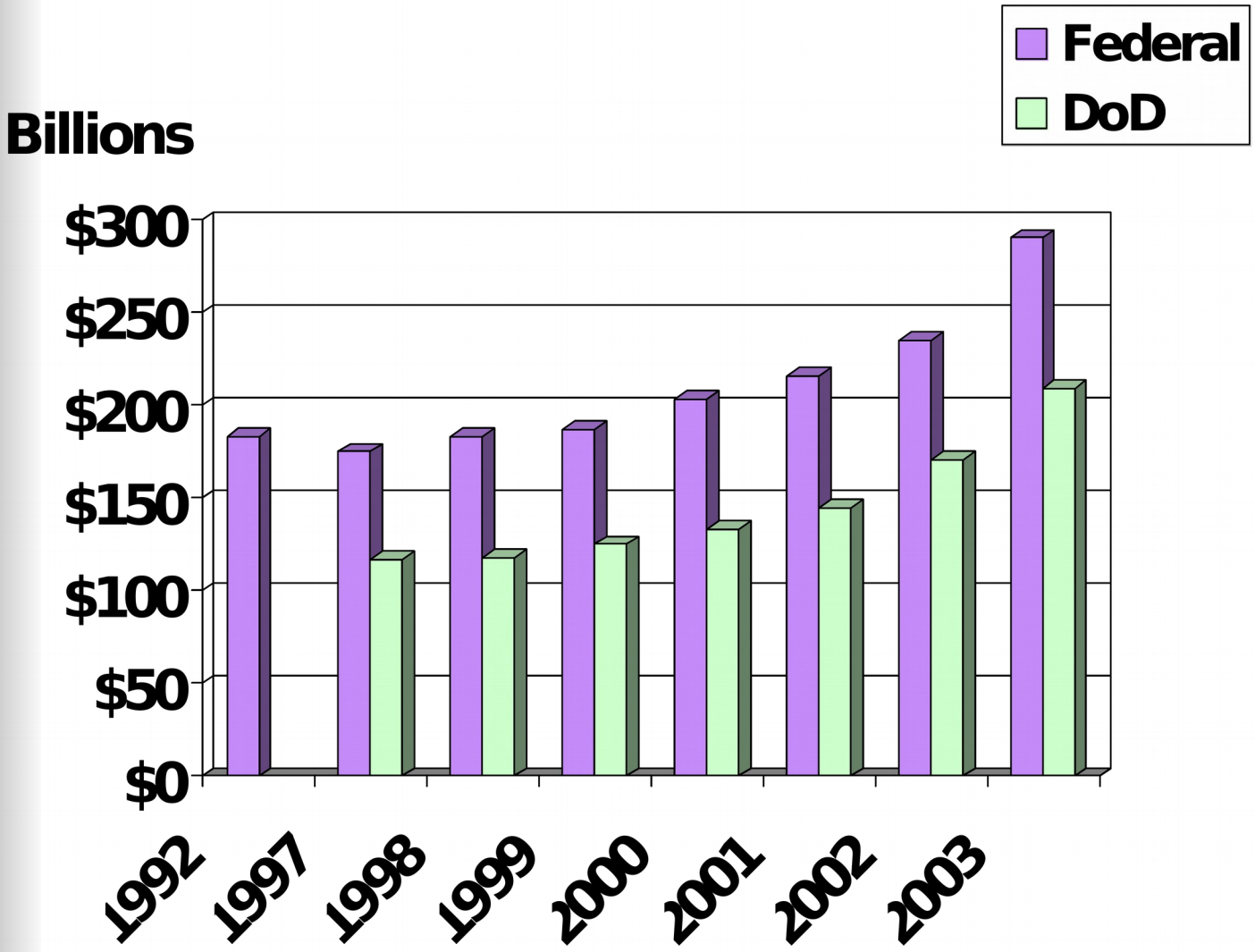
Technological Changes

E-Business

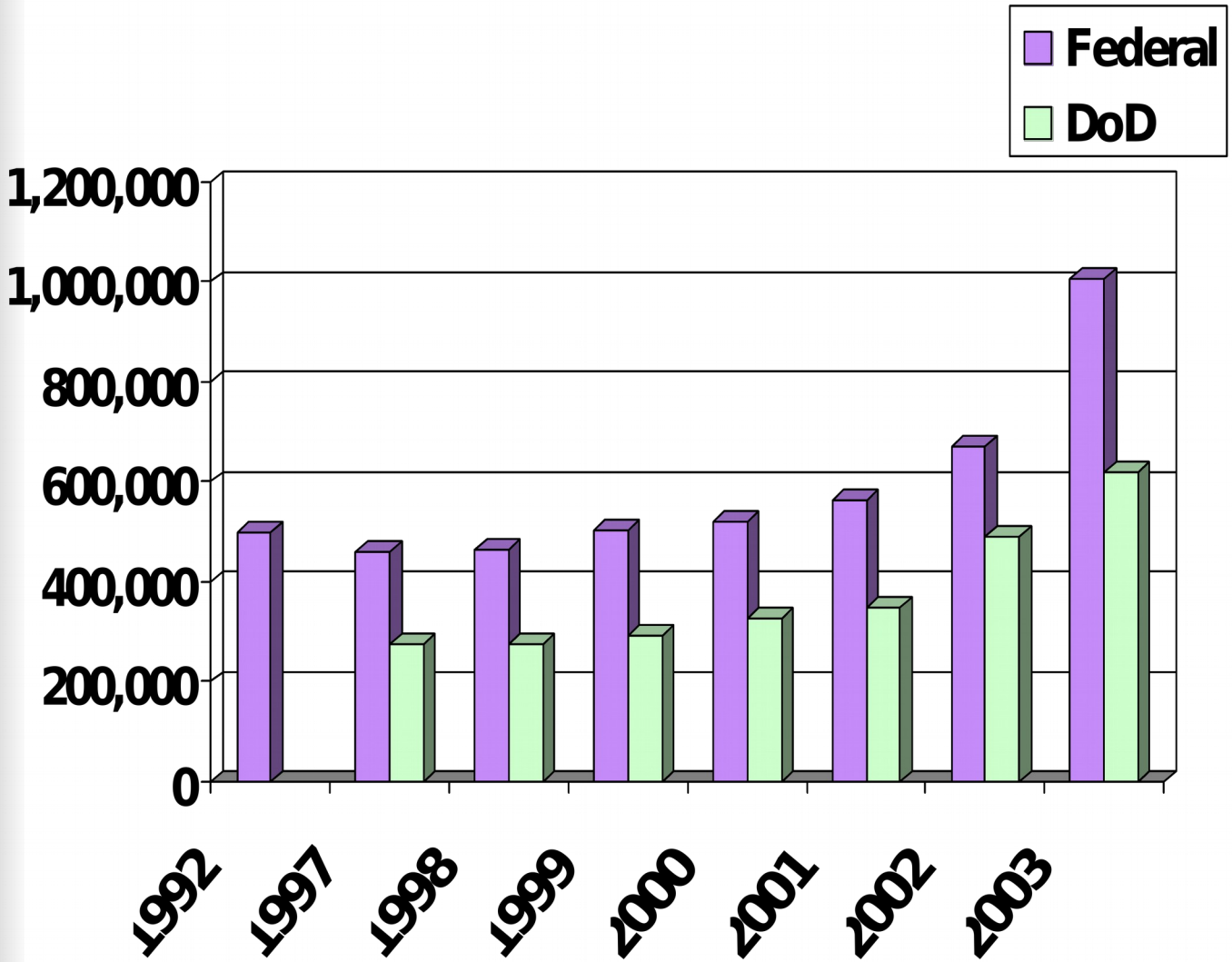
Contracting (1102) Workforce



Total Contract Dollars



Total Contract Actions



Changing Purchasing Role

Traditional

- Independent, local organizations with limited visibility
- Reactive support role
- Limited coordination between business and purchasing
- Buyers

Strategic

- Central organizations responsible for coordinating purchases
- Proactive business relationships
- Procurement process based on cross-functional teams
- Commodity/service experts

President's Management Agenda

''We must have a Government that thinks differently, so we need to recruit talented and imaginative people to public service."

GAO Assessment

"Despite recent procurement reforms, the government still does not have a world-class purchasing system. All too often, many of the products and services the government buys cost more than expected, are delivered late, or fail to perform as expected. Significant improvements – including the skills of the acquisition workforce- are needed to produce better outcomes that mirror the practices of the nation's best commercial companies."

Changing Contracting Role

"Old School"	"New School"
Contract Specialist	Business Manager
Independent	Acquisition Team Member
Bureaucratic	Customer Driven
Rigid Adherence to Regulations	Generate solutions
Design/Military Specifications	Performance Based
Lowest Bid	Best Value

Contracting personnel must -

- Have greater knowledge of:
  - market conditions,
  - industry trends, and
  - the technical details of the supplies & services procured,
- Perform effectively in a dynamic environment, and
- Analyze business problems and help develop strategies early in the acquisition.

Contract Specialist's/Business Manager's Core Capabilities

- Develop, negotiate, & manage business deals;
- Communicate effectively;
- Manage & lead change;
- Solve problems in an ambiguous environment;
- Analyze & understand the marketplace;

Contract Specialists/Business Manager's Core Capabilities

- Build & manage relationships across functions and organizations;
- Understand & effectively operate in the customer environment;
- Develop & implement outcome oriented solutions; and
- Execute.

Successful Business Managers

- **Increase Flexibility**
- **Mirror Industry Practices**
- **Create Better Agreements**
- **Sustain Relationships**
- **Save time and money**
- **Achieve Best Value**
- **Innovative Workforce**

Result: Everybody wins!

DoD Training Transformation

Training Transformation will provide dynamic, capabilities-based training for the Department of Defense

DoD Challeng

"We are involved in a more complex solution-oriented business. We have many varied customer needs and great industry partners. We have an opportunity to make a difference – for our agencies and the taxpayers. Let us do it right."

Ms. Deidre Lee
Director, Defense Procurement & Acquisition Policy

Bottom Line

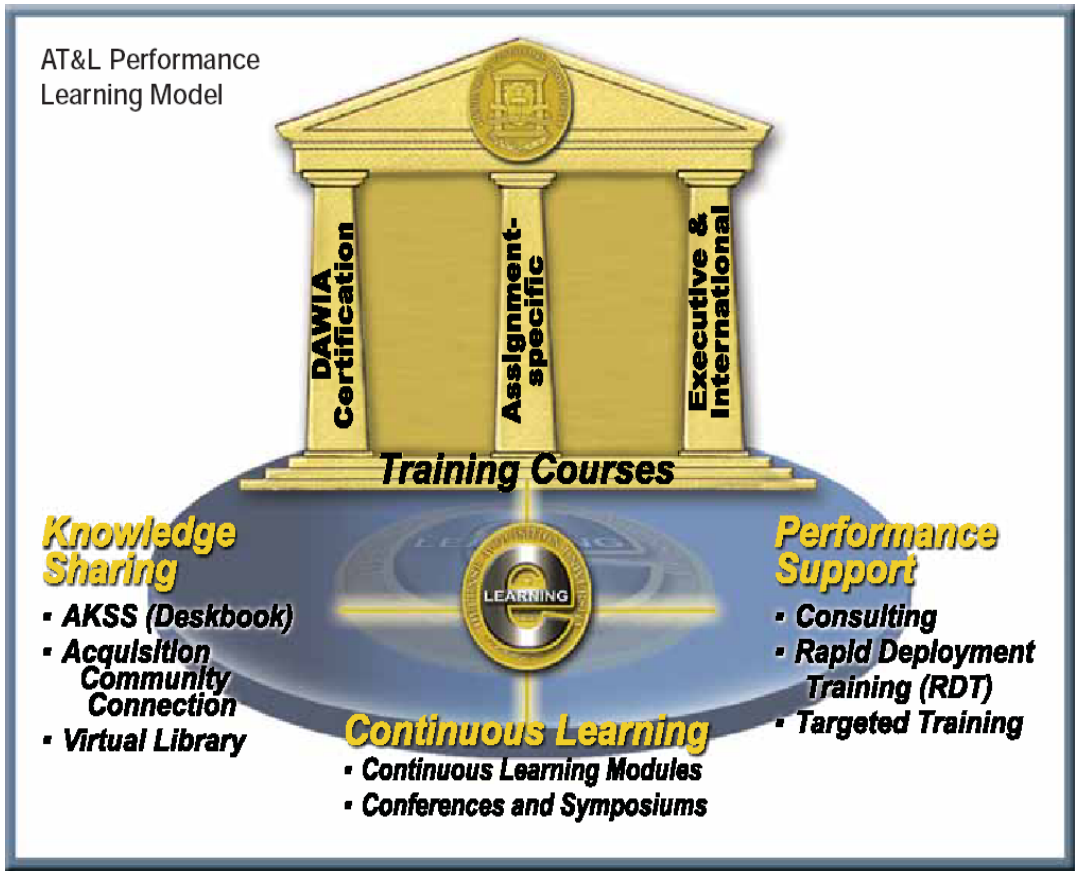
As a business manager you must know:

- your customer;
- the market segment for the products/services you buy;
- how to quickly get market information;
- how to select the right buying strategy & tools for the business situation; and
- how to shape smart business deals.

What's New in Contract Training

- Focus on the Mission
  - Focus on the Process
  - Certification Course Modernization
  - New and Planned Assignment specific Course work
  - Continuous Learning Center additions
- Creating useful 24/7 learning environment
  - Continuous Learning Center
  - Communities of practice

Performance Learning Model



Our goal is to integrate and leverage learning assets to create career long learning and support for to our AT&L

Focus on a Common Process

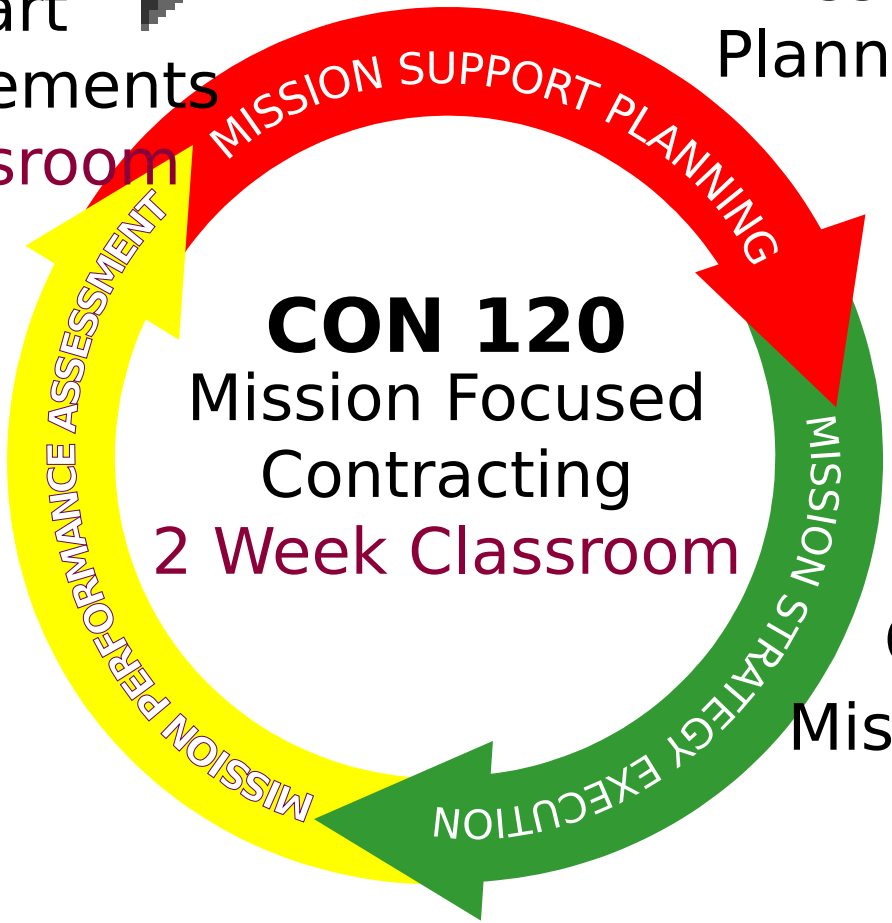
Shift from a *course focus* to a *process focus* characterized by increasing levels of complexity

Shift from customer satisfaction to ***Customer Mission Success***

New Level One Structure

CON 100
Shaping Smart
Business Arrangements
One Week Classroom

CON 110
Mission Support
Planning On Line



CON 120
Mission Focused
Contracting
2 Week Classroom

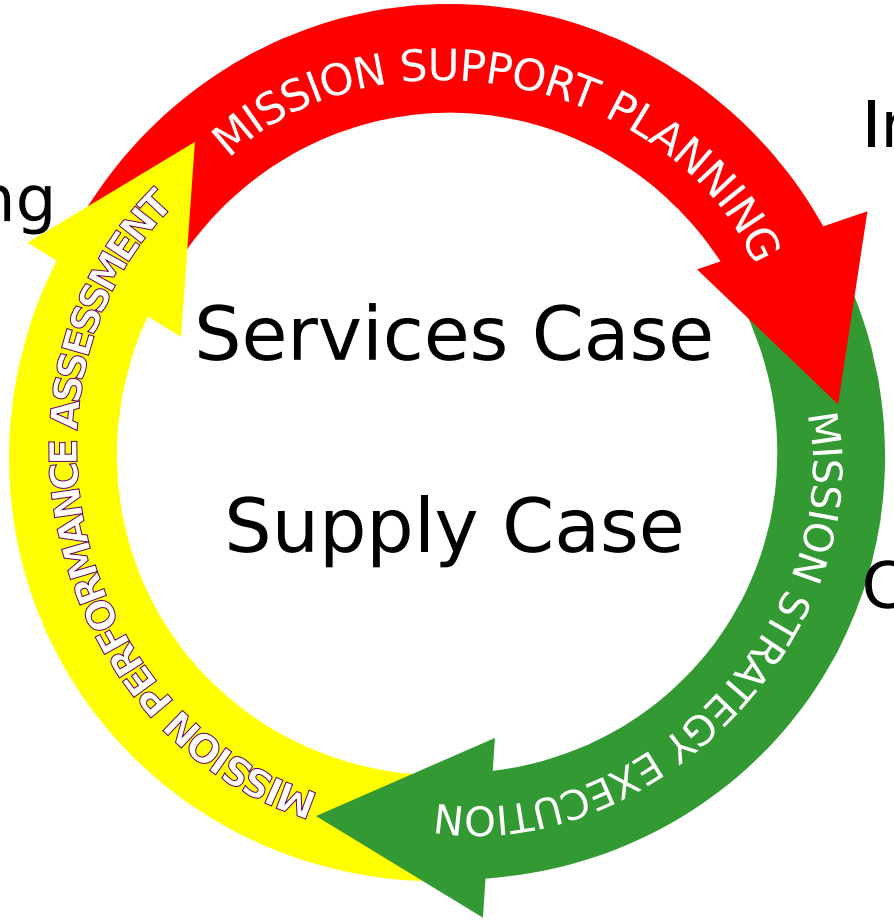
CON 112
Mission
Performance
Assessment
On Line

CON 111
Mission Strategy
Execution
On Line

Level Two Restructure

Classroom → Facilitated On Line → Classroom

Leadership
Problem Solving
Strategy Dev

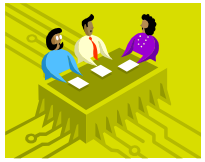


Integrated Cases
Strategy
Cost Contract
Negotiations
Legal
Cost Analysis
Course Wrap up

“The Learning Playing Field”

On-line
Software driven

On-line Learning
Environment (OLE)



Assisted
Self-Learning

Collaborative
Learning

Technology
Enabled

Point of
Performance

CON-110/111/112
On Line

CON 2XX
On Line

CON 120

CON 202
CON 204
CON 210

CON 2XX
Classroom

CON-353

Face-to-Face

In Residence

Content
Mastery

Critical
Thinking

Classroom/Seminar

Case-based

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